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Annual report of the Administrator on the implementation of the gender equality strategy in 2014

Summary

This report summarizes the achievements of UNDP in 2014 towards implementing the gender equality strategy, 2014-2017. The strategy corresponds with the UNDP Strategic Plan, 2014-1017, which includes gender equality and women's empowerment as one of seven development outcomes and integrates them into all other outcome areas. It also reports on new and strengthened measures to improve accountability, investments and capacity for gender mainstreaming.

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I. Introduction

1. This report summarizes the achievements of UNDP in 2014 towards implementing the gender equality strategy, 2014-2017. It demonstrates that the UNDP Strategic Plan and accompanying gender equality strategy are effective tools for gender mainstreaming. It shows that as the largest United Nations agency in the field, UNDP plays a vital advocacy role at global and national levels for women's rights and gender equality, which is actively supported by programme countries. More contributions to UNDP would strengthen this work and make an impact towards achievement of the shared goals of the Beijing Platform for Action and implementation of the post-2015 sustainable development goals.

2. The report shows that UNDP has played a leading role in ensuring that gender equality and women's empowerment are central to the sustainable development goals and the new agreements on disaster risk reduction and climate change. This includes technical support on gender mainstreaming for the deliberations of the Open Working Group on Sustainable Development Goals and leadership on advocacy for the inclusion of gender in global policy and negotiation forums. Most UNDP gender results are reported under Outcomes 1 and 2 of the Strategic Plan, where UNDP invests most of its resources. Particularly strong results are reported in the areas of jobs and livelihoods; gender mainstreaming in climate change policy and natural resource management; women's participation in decision-making and political processes; and gender-based violence across all country contexts and regions.

3. The second part of the report demonstrates the investment of UNDP in institutional and management reforms to strengthen gender mainstreaming. Noteworthy are the organization's performance with regard to the United Nations System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP), for which UNDP met or exceeded requirements for 80 per cent of all performance indicators, compared to the 54 per cent average for other United Nations funds and programmes; the mainstreaming of gender equality in key UNDP policy and planning documents in 2014; roll-out of mandatory gender screening for all UNDP projects, as well as a social and environmental screening requirement; and participation of 29 country offices in the UNDP Gender Equality Seal initiative.

4. In the coming year, it will be important to strengthen the work of UNDP to support partners in addressing the structural barriers to women's economic empowerment, including through legal reform and gender-responsive social protection; strengthening the integration of gender equality in the support provided for disaster risk reduction policies and plans; and ensuring that women are empowered and gender equality is addressed systematically in crisis recovery planning and management. Finally, as UNDP programme countries move towards middle-income status, it will be important to support those countries to ensure that their economic growth translates into equitable benefits for women and men.

II. Global context

5. With the 2015 deadline for achieving the Millennium Development Goals on the near horizon, 2014 saw increased global efforts to accelerate development progress in all areas, including gender equality and women's empowerment. Their importance as standalone goals and as critical drivers of development progress was spotlighted in 2014 in key global processes and gatherings, including the fifty-eighth session of the Commission on the Status of Women, which focused on challenges and achievements in the implementation of the Millennium Development Goals for women and girls; the United Nations review of the International Conference on Population and Development Programme of Action ('ICPD Beyond 2014'); and the consultations leading up to the 20-year review of the Beijing Declaration and Platform for Action (Beijing+20) in 2015. Efforts also continued to integrate gender equality concerns and include gender balance in decision-making at the twentieth session of the Conference of the Parties to the United Nations Framework Convention on Climate Change (UNFCCC) in Lima, Peru.

6. Throughout 2014, the gender dimensions of inequalities also figured in the consultations surrounding the post-2015 development agenda. Women made up about half of the more than 7 million people who participated in 'My World', the United Nations global survey for a better world. Close to one third of respondents put 'equality between men and women' in their top six priorities for post-2015. The Open Working Group on Sustainable Development Goals has drawn on these inputs in making its proposals and has included a goal on gender equality and women's empowerment.

III. Gender equality development results by Strategic Plan outcome

7. The gender equality strategy, 2014-2017 provides entry points for advancing gender equality and women's empowerment in each corporate outcome of the UNDP Strategic Plan, 2014-2017.

8. In 2014, the largest proportion of the UNDP results on gender equality and women's empowerment were reported against Outcomes 1 and 2 of the Strategic Plan. Only 21 country offices reported results against Outcome 4, which is devoted to making faster progress in reducing gender inequality and promoting women's empowerment. This reflects the fact that country offices were required to limit their selection of outcome areas and often reported gender equality results under other outcomes, which is an indication that UNDP is mainstreaming gender into the breadth of its work.

Outcome 1: Growth and development are inclusive and sustainable, incorporating productive capacities that create employment and livelihoods for the poor and excluded.

9. Under Outcome 1, 121 countries reported gender equality results in 2014. These results concern livelihoods and jobs for women; inclusive and sustainable social protection; gender-responsive management of natural resources; gender mainstreaming in climate change adaptation and mitigation; and women's access to affordable and clean energy.

Livelihoods and jobs for women

10. In 2014, 70 countries reported working on jobs and livelihoods, with 2.1 million women directly benefiting from UNDP interventions, including increasing women's access to credit, assets and productive inputs and providing vocational training, mentoring and networking activities.

11. In India, UNDP worked in partnership with the Ministry of Rural Development to develop policies to support the elimination of rural poverty and social exclusion, especially for women. Support from UNDP resulted in improved access to bank credit and livelihood options for rural women. UNDP also supported a web portal to link banks with local self-help groups to ensure women's participation and inclusion. This programme benefited 976,280 rural women by providing them with better access to bank credit.

12. In Eritrea, women comprised 52 per cent of the 30,743 beneficiaries of a programme on food security and livelihoods. The programme included cash for work (income and assets) and access to improved agricultural inputs (seeds, training) and had a specific focus on female-headed households.

Inclusive and sustainable social protection

13. UNDP continued to promote inclusive social protection that caters to the needs of all, including women, and to support partner countries to consider the differentiated needs of men and women in social protection systems. In Viet Nam, UNDP helped to lay the groundwork for the collection of much needed sex-disaggregated and gender-sensitive information as part of a research programme on social protection.

14. In Uruguay, UNDP partnered with United Nations agencies, the Government, civil society and the private sector to integrate early childhood, disability, old age and care services in the Government's social protection agenda. Subsequently, a national system of care was established with an annual budget of $250 million.

Gender-responsive management of natural resources

15. In 2014, several actions were taken at the global and national levels to mainstream gender into natural resources management and ecosystem services programmes and projects.

16. In this regard, projects financed by the Global Environmental Facility (GEF) continue to be important entry points for promoting gender equality and women's empowerment. Some 71 per cent of projects completed in 2014 reported having undertaken work on gender equality or gender mainstreaming including: specific project work targeting women and girls; gender or social needs assessments; collection and reporting of sex-disaggregated data; and gender training for project staff.

17. With GEF financing, UNDP supported the Government of Mexico to mainstream gender equality concerns into the Mexican standard for sustainable forest management certification. Gender considerations are now mainstreamed in the national standard, including criteria specifying that profit-sharing among

forest community owners is equal, including for women and indigenous populations, and that existing forest ownership groups provide equal access to job and training opportunities.

18. UNDP promoted gender equality as a key aspect of its Green Commodities Programme, which supports a model of equitable trade as part of national policies and practices for agricultural commodity production and supply chains. This includes providing support to national platforms that have a zero-discrimination policy, where workers are treated fairly and women are able to access leadership positions and receive the same pay as their male counterparts. In partnerships with ministries of agriculture and environment and local stakeholders, including women, UNDP successfully promoted this model of responsible production and trade for various crops in Costa Rica, the Dominican Republic, Ethiopia, Ghana and Indonesia.

Gender mainstreaming in climate change adaptation and mitigation

19. UNDP continued to integrate gender-responsive approaches to agriculture and water management through the Climate Change Adaptation Facility. In Cambodia, UNDP supported a project designed to assist women who are often left at home while the men go to the rice fields or migrate to other areas for work when rice crops are not doing well due to unpredictable rainfall. The project supported over 1,400 households in 37 villages through the construction of new water supply technologies that included the establishment of 35 solar pumping systems. With water now available through the pumps, many village women are now able to diversify their livelihood to grow vegetables on small gardens near their homes.

20. In Sudan, UNDP supported more than 2,000 women to benefit from increased access to sustainable livelihood opportunities through the development of new skills and greater participation in village development committees managing community adaptation to climate change. Lessons learned were shared with Cape Verde, Haiti, Mali and Niger.

21. UNDP also provided technical support through direct advocacy and awareness-raising to ensure women's equal representation in the Papua New Guinea adaptation plan and Climate-Compatible Development Policy, with a special focus on climate change adaptation efforts such as mangrove planting, and in the constitution of provincial climate change committees.

22. As for mitigation, gender equality and women's empowerment are at the core of the United Nations collaborative initiative on Reducing Emissions from Deforestation and forest Degradation in developing countries (UN-REDD). In Chile, a UNDP/UN-REDD project is underway to support implementation of the national strategy on climate change and plant resources, and the law on native forests. This project will integrate gender considerations to ensure that benefits to small and medium forest owners, especially peasant and indigenous communities, are distributed equally between women and men.

Women's access to affordable and clean energy

23. UNDP worked with partners to develop inclusive and sustainable solutions to increase women's access to affordable and clean energy. In Mali, UNDP supported a programme that enabled 800 women to use technology based on renewable energies, such as solar freezers to run small businesses to produce ice. In addition, solar water heaters were installed to improve maternity ward conditions and reduce the use of wood and charcoal for heating water.

24. In Tajikistan, UNDP trained women from single-headed households in assembling solar water-heating systems. As a result, Jilikul village, near the border of Afghanistan, now has 16 'do-it-yourself' solar water heating systems and the women are equipped with the tools to make more of them.

Outcome 2: Citizens' expectations for voice, development, the rule of law and accountability are met by stronger systems of democratic governance.

25. In 2014, 108 countries reported gender equality results under Outcome 2 of the Strategic Plan, mostly related to women's political participation, engaging civil society and supporting legal reforms.

Women's political participation

26. Throughout 2014, UNDP promoted women's political participation, including by supporting constitution-making bodies, parliaments, electoral authorities and female candidates and elected officials.

27. UNDP activities contributed to increased representation of women in the Senate of the Republic of Congo, from 8.3 to 26.3 per cent in 2014 and an increase in women's representation in local councils in Senegal, from 15 per cent in 2009 to 48 per cent in 2014.

28. UNDP provided technical support for national partners to address gender equality concerns in constitutions in countries such as the Plurinational State of Bolivia, Fiji, Kenya, Libya, Liberia, Nepal, Sierra Leone and Somalia. In Libya, working with the United Nations Support Mission in Libya and the United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women), UNDP convened women leaders from all political backgrounds to formulate their vision for the future constitution, such as ensuring the full right both to gain and inherit citizenship for men and women equally. In Tunisia, UNDP provided members of the Constitutional Assembly with knowledge of best practices on gender equality provisions in constitutions. The Tunisian Constitution adopted in 2014 includes commitments to ensure women's equality, eliminate violence against women and work towards gender parity in all elected bodies in the country. In Sierra Leone, UNDP conducted 10 sessions to brief women on gender discriminatory clauses in the Constitution, especially those related to women's rights to land, property and access to justice.

29. In 2014, UNDP strengthened gender mainstreaming in its support to parliaments around the world. This included promoting gender-sensitive laws, providing candidate training and enhancing the effectiveness of women members of parliament through caucusing and skills-building. In El Salvador, UNDP provided technical advice for the design of legal reforms to improve gender equality, including a law against family violence and the establishment of a quota of 30 per cent for women candidates in national and regional parliaments and municipal councils, to be applied for the first time in 2015. UNDP also promoted the participation of women as voters and candidates by mainstreaming gender in its support for elections. This included supporting partners to conduct awareness campaigns to counter gender stereotyping of candidates and to revise electoral procedures and laws. In Afghanistan, where UNDP has been supporting the electoral authority, the number of women participating as voters increased from approximately 1.6 million in the 2009 elections to about 2.6 million in 2014. Likewise, the percentage of female candidates in the provincial council elections increased from 10 per cent in 2005 to 13 per cent in 2014.

30. In the Plurinational State of Bolivia, UNDP sensitized and trained political organizations and female candidates to empower women politically and increase their participation in the political process. This support contributed to positive results in the country's most recent elections, in which 51 per cent of candidates were women and the proportion of women holding seats in Parliament rose to 49 per cent, up from 30 per cent in 2009.

Box 1. Women's participation and representation in Indonesia

In Indonesia, the UNDP Strengthening Women's Participation and Representation ('SWARGA') project contributed to a 22 per cent increase in the number of women elected from the nine provinces targeted by the project. This four-year project, implemented jointly with the Ministry of Women's Empowerment and Child Protection, provided skills training to 500 qualified female parliamentary candidates in the targeted provinces. The project also ran a successful public campaign calling on voters to elect women and featuring well-known faces including a former President.

Engagement of women's networks and civil society movements

31. In 2014, UNDP worked with a range of civil society actors, including women's movements and networks, as well as with young people, to develop their capacities to directly engage in political processes, including peace processes. Additionally, many countries reported engaging civil society in national efforts to enhance transparency and accountability and ensure that women's voices were heard in national policymaking processes.

32. In the Arab States region, UNDP worked with the League of Arab States to support a network of over 300 women leaders and 103 non-governmental organizations in 13 countries in articulating their demands, learning from one another and engaging in peace and development policymaking processes. Through this support, the women launched a 10-point agenda for action for their work in the region.

33. In the Asia and Pacific region, UNDP continued to support the multi-country N-Peace Network of women peace activists through an extensive online network, in-person training, seminars and conferences to enable them to make their needs heard and incorporate their perspectives into policies. In the Philippines, many of the N-Peace Network members are now active participants in the ongoing Bangsamoro peace process.

34. Partnerships with women's civil society organizations were a central element of the UNDP Global Anti-corruption Initiative. UNDP supported grass-roots women's groups to interact and exchange information with local authorities on monitoring the delivery of health, sanitation and water services in Brazil, Jordan, Nepal, Nicaragua and Uganda.

Legal reform

35. As legal reforms to address discriminatory practices remain critical to advancing gender equality, UNDP continued to focus assistance on mobilizing actors to implement agreed international and national human rights frameworks and identify specific areas where gender gaps require legal action.

36. In Egypt, UNDP helped to build social and political momentum to support the implementation of a law criminalizing female genital mutilation (FGM) and supported the National Population Council to develop the final draft of a five-year national strategy to eradicate FGM.

37. In Nicaragua, UNDP supported the development of comprehensive legislation addressing violence against women that led in 2014 to an integral model to protect victims of gender-based violence. In the Former Yugoslav Republic of Macedonia, UNDP helped to shape the country's first law on domestic violence, which was approved by the Parliament in August 2014.

38. UNDP also focused on legal reform in its work around gender and HIV/AIDS. To follow up on the recommendations of the Global Commission on HIV and the Law, UNDP increased policy attention to women and girls most affected by HIV, focusing on the reform of punitive laws targeting women among key populations. Through UNDP support, gender concerns were integrated into a range of HIV-related policies and legislation, including in draft sexual offenses bills in Jamaica and Somalia. UNDP also supported the integration of HIV prevention, care and treatment services into antenatal facilities in Papua New Guinea.

Outcome 3: Countries have strengthened institutions to progressively deliver universal access to basic services.

39. Gender equality results under Outcome 3 were reported by 73 countries, with much of the work related to the rule of law and support for victims of sexual and gender-based violence (SGBV) in conflict settings (some of which is also reported under Outcome 4). Notable gender equality results under this outcome also included the launch of a publication on gender mainstreaming in public administration.[1]

Access to justice and redress

40. UNDP worked closely with the Department of Peacekeeping Operations and other United Nations partners to strengthen the rule of law and access to justice for women SGBV victims in crisis countries, with 17 countries reporting results in this area in 2014. UNDP provided technical expertise and training on investigating, prosecuting and adjudicating SGBV cases for a wide array of partners, including military and state security institutions, judicial institutions, magistrates, prosecutors and justice ministries. In Mali, SGBV is one of the focus areas for support by the Global Focal Point for the rule of law in a sector-wide plan. Positive steps taken by the Government, UNDP and the United Nations Multidimensional Integrated Stabilization Mission in Mali include training of the national police and gendarmerie on conflict-related sexual violence and the safe and ethical reception of victims and witnesses.

41. Initiatives to increase the representation of women in legal, judicial, police and security services are also a key component of this work. In South Sudan, UNDP supported special policy units that included

[1] http://www.undp.org/content/dam/undp/library/Democratic%20Governance/Women-s%20Empowerment/GEPA%20Global%20Report%20May%202014.pdf

women police and which were able to handle 1,137 SGBV cases. In Somalia, UNDP provided legal aid services with a special emphasis on women as a vulnerable group that included training in SGBV for justice sector personnel. UNDP also supported the Women Police Officers Network in South East Europe, which has helped to strengthen police capacities to respond to SGBV.

42. UNDP also supported 'one-stop' support units for victims, through which survivors can access legal aid, psychosocial services and safe shelters. In Iraq, UNDP supported survivors of domestic and gender-based violence through provision of legal services to 1,631 women and social services (such as psychosocial counselling and support) to 1,051 women, and enabled 2,682 women to benefit from UNDP legal aid centres. Through UNDP support, 804 women affected by gender-based violence and 80 women by SGBV received legal and social support.

43. The UNDP focus on access to justice also focused on marginalized groups, including men having sex with men, sex workers and lesbian, gay, bisexual and transgender individuals, and effectively mobilized national support, including in Cambodia, China, Indonesia, Mongolia, Nepal, the Philippines, Thailand and Viet Nam.

Box 2. Women's participation in transitional justice in Colombia

In Colombia, 2014 was a landmark year because of the unprecedented inclusion of victims of violence in peace negotiations. Responding to a request from the negotiating teams, UNDP played a key role in supporting the participation of victims by convening national and regional forums on victims, ensuring that half of the participants were women and that female victims participated in the peace negotiations in Havana, Cuba. In parallel and in cooperation with the Government's Ombudsman, Ministry of Justice and office of the Attorney General, UNDP provided support to 340 female victims of sexual violence, including access to justice, improved prosecution processes and psychosocial assistance.

Women in public service

44. In 2014, UNDP produced a global report, 'Gender Equality in Public Administration', which examines women's representation in the public service in 13 countries and analyses the obstacles to the equal participation of women in public service.

45. As a follow-up, UNDP worked with national actors in 15 countries to increase women's leadership in the civil service, including by advocating for increased investment in women and girls through training and mentoring and the introduction of fast-track initiatives such as quotas. In Kazakhstan, local and national women civil servants benefited from capacity development programmes following a new plan to focus on personnel management and merit-based promotion.

46. UNDP is also examining the linkages between corruption and women's careers in the public service and conducted research in 2014 in this area in several countries in Eastern Europe. In some cases, studies found that women were more likely to be hired through transparent recruitment processes (38 per cent versus 20 per cent in non-transparent processes).

Equitable delivery of HIV and related services

47. In 2014, UNDP worked with national partners to ensure that national systems delivered HIV and related services equitably. In South Sudan, this meant that 582,980 pregnant mothers accessed health services through 15 antenatal clinics, eight laboratories and five maternity wards, and 80 per cent of HIV-positive pregnant women received antiretroviral treatment through 33 sites funded by UNDP and the Global Fund to Fight AIDS, Tuberculosis and Malaria. In Uganda, UNDP supported the inclusion of provisions on gender and HIV/AIDS in local government planning and budgeting processes, and in the United Republic of Tanzania, the collection of sex-disaggregated data on human rights, gender and key populations was an important component of gender-responsive public investment and budget frameworks.

48. The UNDP HIV, Health and Development group strengthened the inclusion of HIV in national gender plans and women's human rights frameworks and supported the development of enabling legal environments in over 41 countries. Examples include developing and implementing a monitoring plan on

HIV and gender in Malawi; incorporating linkages to gender, gender-based violence and sexual reproductive rights in Namibia; integrating HIV in the five-year National Strategic Plan on Gender Equality and the Empowerment of Women in Cambodia; and conducting a legal scan on 'Protecting the Rights of HIV-Affected Women in Healthcare Settings' in Cambodia, Indonesia, Thailand and Viet Nam.

Outcome 4: Faster progress is achieved in reducing gender inequality and promoting women's empowerment.

49. As gender equality is a cross-cutting area which is integrated throughout the Strategic Plan, gender equality results are reported under other outcomes as presented in this report, which is an indication of increasing levels of gender mainstreaming in UNDP. In 2014, 21 countries reported results under Outcome 4, which is devoted solely to reducing gender equalities and promoting women's empowerment and covers specific areas of work that are not directly covered in the other outcomes. The majority of results reported under Outcome 4 focused on particular aspects of promoting women's economic empowerment, addressing gender-based violence in non-fragile contexts and increasing women's participation in decision-making.

Promote women's economic empowerment

50. Interventions reported under Outcome 4 to promote women's economic empowerment ranged from providing skills training to developing capacities for gender-responsive budgeting and monitoring. Other interventions focused on securing women's rights and access to land, property and assets and facilitating dialogue between women's groups and public authorities on relevant topics.

51. In Turkey, UNDP supported the establishment of committees for gender-responsive budgeting in 11 local authorities, resulting in more gender-sensitive services, the integration of gender equality goals in local planning and the introduction of gender-responsive budgeting in municipal units.

52. In Zambia, UNDP supported the revision of the National Gender Policy, which was adopted by the Cabinet in 2014 and sets priority areas of action at the national, provincial, district and community levels in terms of planning, resource allocation and implementation of development programmes to promote gender equity and equality. UNDP also supported the Government to undertake an assessment of women's access to and ownership of land, which will both inform policymaking and serve as an advocacy tool for increasing women's access to land.

53. In the Republic of Moldova, UNDP worked with career advisory centres to develop 20 projects for women's empowerment, and women entrepreneurs developed their own business enterprises and 11 organizations led by women were established to provide skills training. In Colombia, UNDP worked in partnership with the Ministry of Employment to develop policies that support the elimination of gender inequalities in the labour market that are applicable to both public and private enterprises. A first group of 20 private companies with more than 60,000 employees has developed action plans to reduce gender gaps in recruitment, address salary differentials, promote career development for women and design sexual harassment and work and family policies.

Sexual and gender-based violence

54. While much of this work is reported under the rule of law programming under Outcome 3, many non-fragile States have reported results under Outcome 4. Some of this work relates to efforts to build awareness on gender-based violence and to change stereotypes, including in non-crisis and middle-income countries. Below are some examples.

55. In Argentina, within the framework of the Secretary-General's UNITE to End Violence Against Women campaign, UNDP implemented a series of awareness-raising initiatives to engage specific groups, including men, adolescents and youth and public officers in gender-based violence prevention.

56. In Nepal, UNDP tackled gender stereotypes that fuel violence against women by creating a series of animated videos, targeting young people aged 13-19 years, each of which focused on a particular form of violence, such as harassment or domestic, political and sexual violence. To make young people question 'how abnormal the normal is', the videos depict situations where traditional gender roles have been inverted. The videos were developed into games and launched on Facebook, where they have been sparking debates with positive feedback.

57. Addressing the structural and institutional gender inequalities that exacerbate violence against women and girls in Papua New Guinea led to inclusion of this area in the Papua New Guinea National Strategy to Prevent and Respond to Gender-Based Violence 2015-2050, eight provincial gender-based violence action plans and the Bougainville Women, Peace and Security Action Plan.

58. UNDP also worked to strengthen evidence and action on gender-based violence and HIV to show the correlation between violence and HIV transmission, and increased programming in this area.

Promote women's participation in decision-making

59. UNDP continued to promote women's participation in a range of decision-making forums, primarily through support for parliaments, constitutions, candidates and legal reform as reported under Outcome 2 of the Strategic Plan. Many countries also reported results under Outcome 4 in 2014. These included increasing awareness of gender equality in decision-making and ensuring that women participated in national policymaking forums.

60. UNDP worked with partners to support women's participation in climate change policymaking, including by providing training sessions for delegates and financing the participation of women delegates through the Women's Delegates Fund. This contributed to a 10 per cent increase in the number of women participating in the UNFCCC negotiations between 2005 and 2014; women now make up 37 per cent of the total number of delegates. During the Lima Climate Change Conference in December 2014, UNDP supported parties in advocating for the Lima work programme on gender that will support training and awareness-raising for female and male delegates on issues related to gender balance and climate change and skills-building for female delegates to participate more effectively in UNFCCC meetings.

Evidence-informed national strategies to advance gender equality

61. Throughout 2014, UNDP supported national partners to strengthen the development, analysis and application of data relevant to gender-responsive policymaking, including sex-disaggregated data, and 14 countries reported working with national partners to mainstream gender in development plans and programmes.

62. In Cambodia, UNDP supported the incorporation of gender-disaggregated data and indicators into the commune database questionnaire. This information is generated annually and distributed to relevant users to inform them about gender performance in the country.

63. In Malaysia, UNDP supported the use of new gender-disaggregated and qualitative survey data on participation in the public and private sectors. This resulted in deeper multidimensional policy analysis and demonstrated structural, cultural and systemic discrimination, which led to the development of specific policy recommendations and programmes.

Outcome 5: Countries are able to reduce the likelihood of conflict and lower the risk of natural disasters, including from climate change.

64. In 2014, 60 countries reported gender equality results under Outcome 5. UNDP work in this area includes advocating for the inclusion of gender equality principles in global climate change and disaster risk reduction negotiations and agreements. This has included supporting the UNFCCC secretariat; engaging women leaders in UNFCCC meetings as described for Outcome 4; and raising awareness of the linkages between gender equality and disaster risk reduction in the lead-up to the Third United Nations World Conference on Disaster Risk Reduction in March 2015.

65. At the national level, UNDP supported gender-related risk and vulnerability assessments and facilitated women's participation in disaster risk response. UNDP interventions also include promoting livelihood opportunities for women in disaster-prone areas and supporting Governments to conduct sex-disaggregated tracking of disaster risk and impact. In Honduras, UNDP and partners supported the integration of gender into local disaster risk management strategies for the disaster-prone Choluteca Basin and provided technical support to the Permanent Contingency Commission to integrate gender into the national disaster risk management policy and plan. This has resulted in the development of sex-disaggregated data and enabled women to take part in local-level decision-making committees on disaster risk management.

66. At the national level, UNDP supported the development of gender-sensitive climate policies and strategies in Bhutan, Burkina Faso and Niger. In Burkina Faso, capacity-building efforts led to the development of methodological guidelines for mainstreaming gender into national climate change plans.

67. UNDP also supported countries to formulate gender-responsive climate risk management frameworks, which promote linkages between disaster risk reduction and climate change adaptation, and to mainstream gender-responsive climate risk management into national and sector-specific development plans. In addition, 16 countries were working in 2014 to develop standardized damage and loss accounting systems that include sex- and age-disaggregated data collection and analysis.

Outcome 6: Early recovery and rapid return to sustainable development pathways are achieved in post-conflict and post-disaster settings.

68. In 2014, 16 countries reported gender equality results under Outcome 6. Most of these results are in the areas of emergency jobs and livelihoods and early recovery. While some work is being undertaken to engage women in building social cohesion, more needs to be done to engage women in the planning of early recovery efforts.

Emergency jobs and livelihoods and early recovery

69. UNDP works with communities and societies affected by disasters and conflicts to achieve early and long-term economic and livelihoods recovery. In 2014, the vast majority of livelihood programmes addressed the specific needs of women and men through differentiated strategies and the promotion of gender equality. In 2014, UNDP-supported programmes enabled 5.7 million people (of whom 2.8 million – 49 per cent – were women) to benefit from improvement or diversification of their livelihood opportunities in crisis-affected environments. Emergency jobs created through UNDP projects in 2014 reached more than 134,971 people, of whom 57,752 (43 per cent) were women.

70. In the Syrian Arab Republic, approximately 200,000 women and girls benefited from UNDP-supported employment-generation and livelihoods restoration support in 2014. UNDP also ensured the engagement of women in non-traditional jobs, such as solid waste removal, river cleaning, infrastructure rehabilitation and related crafts such as plumbing. In Iraq, UNDP launched the Iraq Crisis Response and Resilience Programme, which supports Syrian refugees, internally displaced persons and host communities and identifies specific emergency jobs for women.

71. In Bosnia and Herzegovina, after the catastrophic floods of May 2014, UNDP ensured women's engagement in early recovery interventions. A strong gender component was incorporated into selection criteria for enterprises engaged in recovery efforts. As a result, 1,861 women's jobs were preserved. In addition, two mobile health units were set up to secure access to obstetric/maternity care for women.

72. Throughout 2014, UNDP was actively engaged in the Ebola response, with particular emphasis on the immediate and long-term recovery needs of affected women. UNDP raised awareness of the gender implications of the outbreak; ensured that workers' payments took account of women's contributions; and worked to ensure that the United Nations-led and UNDP Ebola recovery assessments integrated a gender-sensitive approach, including by producing a study of Ebola from a gender perspective. Gender capacities were strengthened in affected countries. In Sierra Leone, UNDP provided technical assistance to the Government to pay more than 12,000 Ebola response workers, most of them female, and reached out to hundreds of thousands of women through neighbourhood campaigns.

Engaging women in post-conflict recovery

73. In 2014, UNDP undertook a number of initiatives both regionally and nationally to strengthen women's participation as mediators and peacemakers in peace processes. As reported for Outcome 2, UNDP supported networks of women mediators to participate in peacemaking and post-crisis governance processes. UNDP helped to strengthen women's participation and leadership through training and awareness-raising activities in countries including Indonesia, Nepal, Niger and Timor-Leste, and in the Arab States. In South Sudan, UNDP supported women's grass-roots networks to present their peacebuilding perspectives to the Addis Ababa peace talks.

74. In Afghanistan, UNDP worked with 31 women leaders from 17 provinces to build their capacities to lead effective negotiation and mediation in their communities. Each woman leader coached two active women from their provinces to expand the network to 61 additional members. UNDP supported this network to work with religious leaders and the media to advocate for conflict resolution on issues including water and insurgency and with families to convince insurgents to rejoin peaceful life.

75. Early recovery contexts provide specific opportunities to remedy historic inequalities, especially those experienced by women and girls, and to move societies towards sustained peace and development. In 2014, UNDP along with other agencies, was asked to support the Government of Ukraine in a joint recovery and peacebuilding assessment. UNDP ensured that gender was mainstreamed in the assessment, including issues related to access to services and livelihood opportunities; access to justice; gender-based violence and domestic violence; women's inclusion in social resilience and peacebuilding; and training of women as peacebuilders.

Outcome 7: Development debates and actions at all levels prioritize poverty, inequality and exclusion, consistent with our engagement principles.

76. UNDP leveraged its position as the lead United Nations development agency and drew upon its flagship publications to advocate for gender equality and women's empowerment, and to demonstrate the linkages between gender equality and improved development outcomes to influence global discourse, including in the context of the Millennium Development Goal review, Beijing+20 and the post-2015 development process.

77. The 2014 Human Development Report, *Sustaining Human Progress: Reducing Vulnerabilities and Building Resilience*, provided evidence that women often suffer the most pervasive discrimination from unfair laws and social exclusion, which leads to poorer human development outcomes. It also showed that natural disasters and climate change often heighten inequality and discrimination, including as they relate to gender.

78. In 2014, UNDP launched another important report, *Humanity Divided: Confronting Inequalities in Developing Countries*, which presented a thorough analysis of trends and drivers of gender inequalities and advocated for comprehensive social protection frameworks to address them. UNDP convened a series of regional consultations to engage policymakers across Africa on actions to achieve the goals of the African Women's Decade. At the country level, UNDP advocated for gender equality and the rights of women and girls through publications such as *Millennium Development Goals: Ukraine – 2014*, which recommended restructuring the national mechanism for ensuring equal rights and opportunities for women and men in the state programme.

79. Throughout 2014, UNDP was among the principal agencies providing technical support on gender equality issues to the post-2015 intergovernmental negotiations. While UN-Women took the lead on advocating for a stand-alone sustainable development goal on gender equality, UNDP assumed leadership on mainstreaming gender across 16 other goals. UNDP also convened national and regional consultations on implementation of the sustainable development goals in which gender equality and women's empowerment were prominent. UNDP provided direct support to strengthen the gender components of the dialogues held in Costa Rica, Kyrgyzstan and Malaysia.

80. The review process for Beijing+20 provided an opportunity for UNDP to work with national actors to take stock of progress towards gender equality and to identify actions to accelerate it. In the Gambia, for example, the national review report on Beijing+20 provided a rich source of data for evidence-based planning on gender issues and formulation of the relevant policy frameworks. In Europe and the Commonwealth of Independent States, UNDP supported the organization of the regional review meeting on progress and challenges in implementing the Beijing Platform for Action, which helped to reinforce the commitment of leaders in the region to address women's representation in decision-making, eliminate violence against women and put in place anti-discriminatory legislation to achieve gender justice.

IV. Management results – institutional effectiveness for gender mainstreaming

81. This section reports on how UNDP has strengthened its institutional framework to achieve gender equality results. This includes ensuring compliance with the UN-SWAP, improving policy and planning, deepening accountability, financing for gender equality, tracking and monitoring investments, achieving gender parity and enhancing inter-agency collaboration.

UN-SWAP reporting

82. In 2014, UN-Women commended the UNDP performance in 2013 on UN-SWAP, noting that UNDP had met or exceeded requirements for 80 per cent of all performance indicators, compared to the 54 per cent average for other United Nations funds and programmes. According to UN-Women, UNDP results "demonstrate that it continues to be a leader for gender equality and women's empowerment within the United Nations system. In particular, UNDP distinguishes itself as a role model in resource allocation and tracking, strategic planning, monitoring and reporting, and organizational culture".

Improved policy and planning for gender equality

83. UNDP mainstreamed gender equality into its key policy and planning documents in 2014. The Strategic Plan, 2014-2017 is the first such plan to have an outcome dedicated to advancing gender equality and women's empowerment. The Strategic Plan also integrates gender equality into its six other outcomes and in the corresponding targets and indicators of the Integrated Results and Resources Framework. The 2014 annual corporate business plan and integrated workplans also include a priority output on gender equality. Of the 15 country programme documents approved in 2014, eight include specific measures to address gender inequalities and 12 have gender- (and sex-) disaggregated indicators.

84. In 2014, UNDP also ensured that gender equality concerns were integrated into all stages of the programme/project cycle. There is now a mandatory gender screening for all UNDP projects at the stages of design, monitoring and closure, which is integrated in the new project quality assurance policy. The UNDP social and environmental screening procedure, introduced in 2014, is a mandatory project-level screening requirement which aims to minimize or offset the potentially adverse environmental and social impacts of UNDP development work. The screening checklist requires all projects to address specific questions related to the project's gender equality impact and ensure engagement with women prior to their approval.

Deepened accountability and oversight for gender equality results

85. The Gender Steering and Implementation Committee (GSIC), chaired by the Associate Administrator, continues to be the principal corporate accountability mechanism for ensuring that UNDP advances gender equality and women's empowerment in all its work. With the structural review, the GSIC process has been streamlined with key corporate reporting processes to ensure that its recommendations are integrated in the Administrator's annual reporting to the Executive Board. Two specific 'gender days' are now set aside annually in April to review organizational performance on gender mainstreaming. Reporting to the GSIC has been expanded and is now mandatory for all regional bureaux, professional homes (sustainable development, governance and peacebuilding, climate change and disaster risk reduction, strategic policy and global positioning), the Office of Human Resources, the Human Development Report Office, the Crisis Response Unit and the Bureau of External Relations and Advocacy.

Financing for gender equality

86. UNDP continues to operate a specific line item for gender mainstreaming. The Gender Mainstreaming Initiative allocation for 2014 was $2.3 million. In addition, many country offices and regional bureaux have specific gender programmes and projects and dedicate resources for gender mainstreaming.

87. The most comprehensive indicator of the contribution of UNDP expenditure to gender equality and women's empowerment is the gender marker, which rates projects on a four-point scale that indicates the

degree to which a project has contributed to the achievement of gender equality. As table 1 demonstrates, 34 per cent of UNDP expenditures either make a significant or principal contribution to gender equality. This is an increase from 2013, when the figure was 30 per cent. While it demonstrates an improvement, more work needs to be done.

Table 1. Gender marker ratings by UNDP global expenditures, 2013–2014*

Rating	2013	2014
GEN0: No noticeable contribution to gender equality	17%	16%
GEN1: Some contributions to gender equality	53%	50%
GEN2: Significant contributions to gender equality	**26%**	**29%**
GEN3: Gender equality is a principal objective	**4%**	**5%**
GEN0 + GEN1	70%	66%
GEN2 + GEN3	30%	34%

*Excludes expenditures that have not been rated.

88. As shown in table 2, apart from Outcome 4, Outcome 6 on 'post-conflict and post-disaster early recovery' shows the greatest percentage of expenditures (54 per cent) having gender equality as a 'significant' or 'principal' objective. Outcome 1 on 'inclusive and sustainable growth' shows the next greatest expenditure (at 41 per cent) in this category.

Table 2. Gender marker ratings by Strategic Plan outcome expenditures, 2014*

	GEN 0	GEN 1	GEN 2	GEN 3	GEN 0 + GEN 1	GEN 2 + GEN 3
OUTCOME 1 Inclusive and sustainable growth	18%	41%	34%	7%	59%	41%
OUTCOME 2 Stronger systems of democratic governance	10%	58%	29%	3%	68%	32%
OUTCOME 3 Access to basic services	16%	52%	28%	4%	73%	27%
OUTCOME 4 Gender equality and women's empowerment	0%	4%	4%	92%	4%	96%
OUTCOME 5 Reduce likelihood of conflict and lower risk of natural disaster	7%%	60%	29%	4%	66%	34%
OUTCOME 6 Early recovery and return to sustain Development	4%	42%	52%	2%	46%	54%
OUTCOME 7 Development debates and actions Prioritize poverty and inequality	30%	51%	18%	1%	81%	19%

*Excludes expenditures that were not rated.

UNDP Gender Equality Seal certification initiative

89. To increase capacity and accountability for gender mainstreaming, UNDP introduced the Gender Equality Seal, a corporate certification programme that awards gold, silver or bronze seals to country offices or business units meeting a range of standards for gender mainstreaming. Performance is measured according to a set of minimum acceptable quality standards based on international, system-wide (UN-SWAP) and corporate mandates. Gender Seal performance benchmarks can be found in annex 1. The process begins with an initial assessment against the performance indicators and is followed by more than a year of capacity development before units are reassessed by a team that includes both internal and external assessors.

90. Units are awarded a bronze seal if they meet at least 50 per cent of performance standards, a silver seal if they meet at least 70 per cent of performance standards and a gold seal for meeting at least 80 per cent of performance standards.

Table 3. Breakdown of results from the 2014 certification process.

Gender Equality Seal levels	Country offices*
Gold	3
Silver	14
Bronze	8
Not certified	4
Total	29

Gold: Cuba, Egypt and Nicaragua. **Silver:** Cambodia (high), Nepal (high), Somalia (high), Bahrain, Democratic Republic of the Congo, El Salvador, Fiji multi-country office, Lesotho, Madagascar, Republic of Moldova, Montenegro, Morocco, Nigeria and Peru. **Bronze:** Afghanistan, Belarus, Guinea, Kosovo (in the context of Security Council resolution 1244 (1999)), Niger, programme of assistance for the Palestinian People, Rwanda and Sudan.

91. Country offices participating in the Gender Equality Seal certification process have found that the process not only improves gender mainstreaming and performance on gender outcomes, but also improves team building and communications and breaks down professional silos. Some offices are now offering the seal to national partners as an approach for fostering gender mainstreaming in the public sector.

92. In Latin America and the Caribbean, UNDP has also launched a gender equality seal for the public and private sectors to assist companies in reducing gender-based salary differentials, increase women's participation in decision-making, open spaces for women's employment in non-traditional areas, promote equality in hiring processes and eliminate gender-based harassment in the workplace. The public and private sector seal draws from and is linked to the Women's Empowerment Principles and International Labour Organization standards. Since its launch in 2009, more than 1,500 companies in 12 countries in Latin America and the Caribbean have participated.

Gender architecture

93. The Gender Team, housed in the Bureau for Programme and Policy Support, remains the backbone of the UNDP gender architecture. As shown in table 4 below, the Gender Team consists of eight full-time Professional advisers at headquarters and 14 in the regional service centres. These capacities are enhanced by additional staffing in other professional homes (seven), bringing the total number of dedicated gender advisors in the Bureau to 29. Not all of these positions have been filled.

Table 4. Bureau for Programme and Policy Support, gender capacities (by position)

Location	Gender team	Other	Total
Headquarters	8		8
Addis Ababa	5	1	6
Bangkok	1	5	6
Cairo	2		2
Istanbul	2	1	3
Panama	4		4

Total	**22**	**7**	**29**

94. In addition, 10 per cent of country offices had gender focal points at the P-4 level or higher in 2014, which brought the total number of country office gender focal points to 14. Altogether, there are multi-disciplinary gender focal teams in 60 country offices (43 per cent of country offices), led by senior management with written terms of reference and at least 20 per cent of their time allocated to the team.

Gender parity within UNDP

95. As the figures below show, UNDP continues to have a gender-balanced workforce. However, challenges persist at the P-5 and higher levels to get women into senior management. UNDP is addressing this through a number of measures, including specific mentoring programmes that are captured in the organization's gender parity strategy for 2014-2017.

96. UNDP has made considerable effort to ensure gender parity in the resident coordinator (RC) pool, where the percentage of female resident representatives/RCs has risen from 36 per cent in 2012 to 41 per cent in February 2015. Of the UNDP nominations to the RC pool, 57 per cent have been women. However, only 22 per cent of RCs/humanitarian coordinators are women and only 17 per cent of RCs/deputy special representatives of the Secretary-General/envoys of the Secretary-General are women.

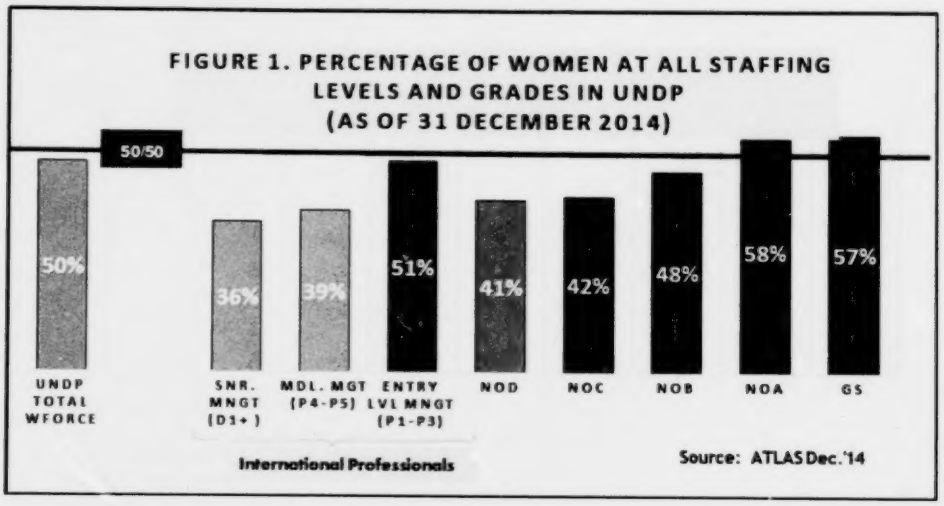
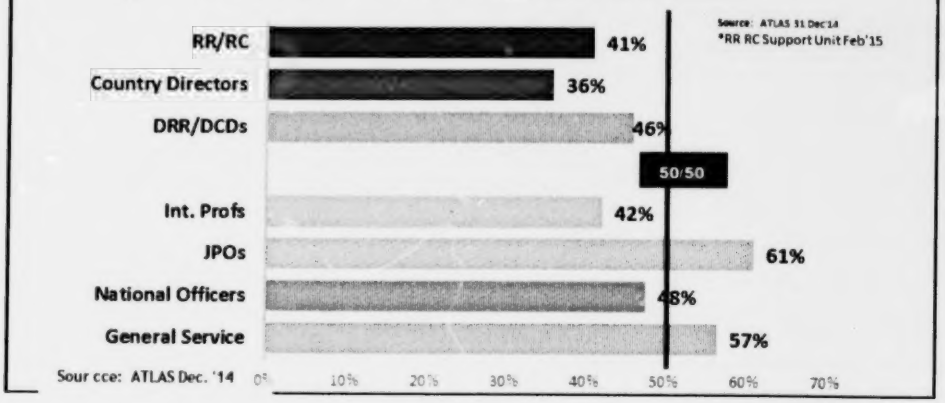


FIGURE 2. UNDP REPRESENTATION OF WOMEN IN LEADERSHIP ROLES/WORK CATEGORIES



Partnerships

97. UNDP was actively engaged throughout 2014 in a broad range of inter-agency partnerships promoting gender equality and women's empowerment. As chair of the United Nations Development Group (UNDG) and manager of the RC system, UNDP ensured that gender equality considerations were integrated in the coordination of development assistance activities of the United Nations system. In 2014, UNDP chaired or co-chaired inter-agency groups on gender equality in 46 countries (33 per cent of country offices) and was involved in inter-agency initiatives on gender equality in 91 countries (65 per cent of country offices).

98. UN-Women continues to be the key partner for UNDP for advancing gender equality. In 2014, UNDP collaborated closely with UN-Women to provide concrete technical support for integrating gender equality into the post-2015 inter-governmental negotiations. UNDP also worked closely with UN-Women to address issues concerning women, peace and security and integrate gender into crisis response. In the Ebola recovery assessment, UNDP and UN-Women worked together to ensure that the needs of women and girls were addressed and that the surveys and fields assessments undertaken by UN-Women informed the system-wide recovery process.

99. UNDP continued to lead inter-agency efforts to harmonize the tracking of gender-related investments using the gender marker tool. UNDP and UN-Women organized a workshop on the gender marker for more than 25 United Nations entities. In coordination with UN-Women, UNDP provided technical support to the Finance and Budget Network of the United Nations System Chief Executives Board for Coordination, and was a proactive member of the network's recently created working group on the gender marker. In 2015, UNDP will sign an agreement to become co-chair of the UN-SWAP Gender Marker Help Desk.

100. UNDP is now providing technical support to the World Food Programme for setting up a certification programme based on the Gender Equality Seal.

101. UNDP continued to participate in inter-agency coordination groups and partner on critical joint initiatives, including the Secretary-General's UNITE to End Violence against Women campaign, the UNDG task force on gender equality and the Inter-Agency Network on Women and Gender Equality.

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Country programmes and related matters

Extensions of country programmes

Note of the Administrator

Summary

The present note contains information on the extensions of the country programmes for the Democratic People's Republic of Korea, Ethiopia, Kyrgyzstan, Mozambique, United Republic of Tanzania, and Yemen. Requests for first one-year extensions of country programmes are approved by the Administrator and presented to the Executive Board for information. Requests for second one-year extensions, two-year extensions and exceptional extensions of country programmes are submitted to the Executive Board for approval.

Elements of a decision

The Executive Board may wish to take note of the first six-months extension of the country programme for Ethiopia from 1 January to 30 June 2016; take note of the first one-year extension of the country programme for the United Republic of Tanzania from 1 July 2015 to 30 June 2016; take note of the first one-year extension of the country programme for the Democratic People's Republic of Korea, Mozambique and Yemen from 1 January to 31 December 2016; and take note of the first one-year extension of the country programme for Kyrgyzstan from 1 January to 31 December 2017.

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Annex

For information by the Executive Board: extensions of country programmes

Country	Years covered by original CPD	Year(s) covered by extension already approved	Year(s) proposed for new extension	Extension		Reason and explanation		
				One-year	Two-year	United Nations harmonization	In-country political development	Other
Ethiopia	2012-2015	NA	January-June 2016	6 months			The extension is requested by the Government to fully align the new UNDAF with the national priorities expressed in the next Growth and Transformation plan and to synchronize the UNDAF with the Government fiscal year.	
United Republic of Tanzania	2011-2015	NA	July 2015-June 2016	Yes			The extension is to facilitate better alignment with the Government priorities in the post-2015 era, in particular the ongoing processes of the constitutional review as well as the introduction of an accelerated government implementation programme.	
Democratic People's Republic of Korea	2011-2015	NA	January-December 2016	Yes			In 2013 and 2014, implementation of the United Nations and UNDP programmes in the country were severely hampered due to a number of external factors. The extension is requested, with the endorsement of the Government, to enable more time to implement current programmes.	
Mozambique	2012-2015	NA	January-December 2016	Yes			The extension is requested by the Government to maintain alignment with the national planning cycle, itself extended by one year following the recent national elections.	

Country	Years covered by original CPD	Year(s) covered by extension already approved	Year(s) proposed for new extension	Extension		Reason and explanation		
				One-year	Two-year	United Nations harmonization	In-country political development	Other
Yemen	2012-2015	NA	January-December 2016	Yes			In view of the country situation three years into Yemen's transition, the extension of the current UNDAF cycle for one year is intended to allow additional time for the development of relevant national plans and related United Nations frameworks.	
Kyrgyzstan	2012-2016	NA	January-December 2017	Yes			The extension of the current UNDAF and CPD by one year is to ensure synchronization with the National Strategy for Sustainable Development for 2013-2017 and with the Programme of Transition to Sustainable Development for 2013-2017.	

UNDAF – United Nations Development Assistance Framework
CPD – country programme document